



CATAWBA COUNTY

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CATAWBA COUNTY PROMOTES THREE SUCCESSFUL EMPLOYEES TO OPEN DEPARTMENT HEAD POSITIONS

Catawba County Manager Tom Lundy has announced the promotion of three veteran employees to department head positions.

Karen Haines, who holds a law degree and a Master's Degree in Business Administration and is currently serving as Staff Attorney for Catawba County Social Services, has been named Catawba County's Human Resources Director effective December 29. She will succeed Debbie Bradley, who retired.

Mark Logan has been named the County's Tax Administrator, a position that oversees the tax assessment and collection offices. The Catawba County Board of Commissioners officially appointed Logan as the County's Tax Assessor at its meeting on December 1. Logan will succeed Randy Moose, who is retiring effective January 1, 2009.

Jennifer Mace, who has been serving as Budget Analyst II for Catawba County for the past three years, has been named Budget Manager, succeeding Judy Ikerd who will retire effective January 1, 2009.

"I'm very pleased to announce the appointment of these three department heads," Lundy said. "All three are promotions from within our organization, and have been influenced by succession planning and mentoring programs the County has been building over the last few years. Karen's Masters of Business Administration and law degree are a unique combination. While serving as an attorney, police officer and sheriff's deputy, assistant district attorney and Social Services staff attorney, she worked in different situations with people, acquiring management skills and human resource experience. Her education, work in the public sector and commitment to Catawba County will serve her well in her new role. Mark was born and reared in Hickory, has been with the Catawba County Tax Office for twenty years and has demonstrated tremendous commitment to the organization and will continue to promote our culture of excellence. Jennifer has worked extensively over the past eleven years with departments throughout the organization to develop a sound budget. Her experience with our organization and extensive work with our outcome based approach to budgeting will be of great value in her new role with the organization."

Mark and Jennifer have both participated in a variety of organization sponsored learning opportunities, such as Supervisory Training, Succession Planning and Mentoring, and Karen was identified as a strong candidate as a result of those processes," Lundy added. "I'm pleased that all three of these positions are promotions, and also pleased with the success of our succession planning and mentoring efforts."

As County Human Resources Director, Karen Haines will be responsible for the recruitment and hiring of County staff, as well as the management of benefits for County personnel. She will supervise a staff of eleven, including a Risk Manager who works to manage the County's safety and liability issues.

Haines earned a Bachelor of Arts Degree in Communications from Mount Vernon College in 1985, graduating third in her class and becoming a member of the Beacon Honor Society and the Dean's List. She earned a Masters of Business Administration Degree from Marymount



Karen Haines

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University in 1992 and, during that course of study, was named a member of the Delta Mu Delta Business Honor Society.

In 2002, Haines earned a Juris Doctorate from the Florida Coastal School of Law. She finished second in a class of 147, was the recipient of the Presidential Scholarship and received numerous Dean's scholarship awards, and was a member of the school's law review staff.

Haines was named Staff Attorney for Catawba County Social Services in July 2004. She has been providing legal representation, advice and training for the Adult Services, Child Support and Program Integrity (fraud) units of Social Services and for various income maintenance programs; supervising child support agents and social workers during court sessions; prosecuting child support cases in District Court; prosecuting contested guardianship cases before the Clerk of Court; drafting complaints, motions, court orders and other related court documents; and researching case law relevant to various program areas.

In April 2003, Haines was named an Assistant District Attorney for the 25th Judicial District, which serves Catawba, Burke and Caldwell Counties. She prosecuted misdemeanors in District Court; prosecuted both felonies and misdemeanors in Juvenile Court; prepared indictments and plea bargains for felony cases; drafted motions and orders; and interviewed witnesses for trial.

She also served as a patrol officer with the Arlington County, Virginia Police Department in the late 1980s and as a Deputy Sheriff in research and development and the narcotics units with the Volusia County, Florida Sheriff's Office in the early 1990s.

"I feel very fortunate and excited to have the opportunity to serve the employees of Catawba County," Haines said. "The Human Resources Department has an excellent reputation for being highly accessible to employees and for developing innovative programs to meet the needs of employees. I am committed to continuing those traditions."

Haines and her husband live on a small farm and enjoy trail riding their Tennessee Walking Horses and raising what she calls "a menagerie of rescued dogs and cats".



Mark Logan

Mark Logan is a Catawba County native, born and raised in northwest Hickory. A graduate of Hickory High School, he later studied at both North Carolina State University and the Institute of Government at the University of North Carolina in Chapel Hill.

Logan is a twenty year veteran of the Catawba County Tax Office. He began work with the County in 1988 as a real estate appraiser, directly involved in the property revaluation which all counties are required by State law to complete. He was promoted to Senior Real Estate Appraiser in 2001 and was named the County's Revaluation Coordinator in August 2008.

Prior to his time with Catawba County, Logan worked for almost three years as a mechanical draftsman for Plasma Energy Corporation in Raleigh while studying for his license as a real estate broker. He then worked for another few years with a family company, Logan Ornamental Iron Works.

As Tax Administrator, Logan will supervise all aspects of the County's Tax Department, including tax collection, the appraisal of all new construction in the county and the County's in-house property revaluation. He will also be responsible for the deed transfer and tax mapping departments. As property changes ownership, it is re-mapped to keep an accurate record of current ownership.

Logan holds numerous required licenses and designations from the North Carolina Department of Revenue, North Carolina Association of Assessing Officers, North Carolina Real Estate Appraisal Board, North Carolina Real Estate

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Commission and International Association of Assessing Officers. He is a Certified North Carolina Appraiser, County Real Property Appraiser, State-Certified Residential Real Estate Appraiser and a North Carolina Real Estate Broker.

“I am honored and consider it a great privilege to be chosen to continue my many years of public service to the citizens of Catawba County in the capacity of Tax Administrator,” Logan said. “Catawba County is a great organization to work for because of its culture of excellence. I look forward to working with the Catawba County management team to continue providing the excellent services that our citizens expect and deserve.”

Logan and his wife, Maria, live in the Mountain View community with their sons, Grant, 13 and Jackson, 10. He is a member of the Board of Directors of the Mountain View Volunteer Fire Department, and serves as treasurer of Mountain View Baptist Church, where he is also a Sunday School teacher. In his off hours, he enjoys reading and singing in a quartet.



Jennifer Mace graduated summa cum laude from Lenoir-Rhyne College in 1994 with a Bachelor of Arts in Political Science and a minor in Economics. She then moved to the Raleigh area, where she worked in several internship and professional positions while earning a Master's Degree in Public Administration from North Carolina State University.

Since November of 2005, Mace has served as Budget Analyst II for Catawba County Government, working in all facets of budget development and management including revenue and expense projections; outcome development and evaluation of achievements; analyzing budget requests for half of the County's departments and outside agencies funded by the County annually; and working on the development of the County's eight-year Service and Capital Improvement Plans.

Jennifer Mace

Mace began working for Catawba County in August of 1997 as Business Manager for the Sheriff's Office. She developed and managed an annual budget of over \$8 million and the daily financial operations of the Sheriff's Office, including financial reporting, bill payment, and purchasing. She also wrote grants and administered all grants received, served as the Office's Personnel Manager for over 120 full-time employees, conducted short and long-range planning, and supervised the Sheriff's Office support staff.

Mace worked for the North Carolina Small Business and Technology Development Center in 1995 as an intern, researching local government procurement policies, developing, administering, and analyzing the results of a survey and writing a guide for vendors, called How to Do Business With Local Governments in North Carolina. In 1995 and 1996, she worked as an intern, policy analyst and policy consultant with Southern Technology Council in the Research Triangle Park, serving as a team member on a multiple state education technology study. She then worked for a year for the North Carolina Secretary of State's Business License Information Office as a License Consultant, providing licensing and regulatory requirement information to individuals interested in operating a business in North Carolina.

She and her staff will prepare a detailed annual County budget document for submission to the County Manager and the Board of Commissioners in the spring of each year.

“I am very excited about this new opportunity with Catawba County,” Mace said. “I've always been proud to work for a county that is widely recognized as a leader in innovative local government management practices. I realize the next year could be a difficult year for our economy, but look forward to the challenge of preparing a budget that continues Catawba County's excellent service history.”

Mace lives in Hickory with her husband, Derek Mace, a partner with the law firm of Hawkins & Mace, PLLC, and their 15 month old son, Gavin.

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